

Transgender Equity Council Minutes

Regular Meeting

March 12, 2020 - 05:00 PM

Room 201, City Hall

Members Present: Shor Salkas (Chair), Hunta Williams (Chair), Ray Lockman, Commarrah Bashir (no quorum)

Members Absent: Chase Bakken, Emma Grey, Ian McGriff, Destiny Xiong, Andre Reed, Nico Cruz, Morgen Sedlacek, Grant Berg, Janet Nguyen, Michael Rossman, and Alma Miklasevics

Others Present: April Lewer (community member), Cathy (community member), Melissa Lund (interpreter), Austin Beatty (interpreter), Mariah Cannon (Staff, Division of Race and Equity)

Staff : Track Trachtenberg

Call To Order

1. Roll Call.
2. Adoption of the agenda. - N/A, no quorum
3. Acceptance of minutes of [Feb 13, 2020](#). - N/A, no quorum

Discussion

4. Updates from Subcommittees
 1. Public Awareness and Community Engagement (PACE) - postponed to next meeting
 2. Training – postponed to next meeting
 3. Policy - postponed to next meeting
 4. Summit Planning
 1. Would be great to have TEC more involved in planning, and more involved and highlighted day-of (including how to get involved, etc.)
 - i. Highlight advisory boards in the City (panel of trans people, especially Black trans people, sharing what it's been like interacting with the City) - or maybe that's part of a broader panel about ways to be involved in lots of things
 1. People don't know what this experience will be like/that it will be empowering
 2. Skill-building around certain types of advocacy and certain types of mobilizing people ("what's it like to testify, etc.") - TRACK, ADD TO WORKSHOP OPTIONS
 - a. Commarrah would be open to coaching on this!
 2. Would be great to have a listening session again – people just had a lot of questions, and probably will again
 3. Could we have trainings about interpretation, working with interpretation (even just a short intro at the beginning of the Summit) – could do this for the TEC as well! - TRACK, ADD TO LIST
 - i. How can we make sure DDBHOH folks can see both interpreter and captions, and also be able to sit with their friends – interpreters not just on the stage but also further back in the crowd (or stand at front but projected on screen) – TRACK, ADD TO VENUE PLAN

- ii. Can we have a “cheat sheet for accessibility” in the program? (Is this part of the toolkit) - TRACK, ADD THIS
 - 1. Include on event website too!
- iii. Can we also have intentional space about how do we create intentional, inclusive spaces around lots of different intersections of identities – what does it look like to create truly inclusive and accessible community organizing – TRACK, ADD THIS

5. Updates from Ongoing Work

- 1. Police Conduct Oversight Commission (PCOC) presentation
 - 1. PCOC voted unanimously to launch the research study, were supportive and had mostly good questions
 - 2. Would be good to think about what we do to ground ourselves before and after situations/meetings like this, and also in meetings in general where we’re not doing something intense. That way when we get to more intense contexts, we’ve already built up a base about witnessing each other and grounding – EVERYONE send feedback on what you’d want to see this be!
 - 3. Moving forward, will be working with PCOC, a few non-profits, community leaders, to move this forward
 - 4. What does it look like to train MPD on pronouns, trans identity, etc.? - Track is already in meetings with folks about policies, procedures, and training
 - i. What does it look like for the PCOC to get training on this content?
 - 1. What are the things we want to ask of every commission we talk to? (“Have you done a training on trans 101, how are you serving trans communities,” etc.) - TRACK, ADD TO CO-CHAIR AGENDA
 - a. Can we also just send a list of expectations as well as a list of questions? “We will introduce ourselves with pronouns, you should too; this is what you do when someone DDBHOH comes your way and this is what you won’t do”
- 5. Outreach to potential presenters/holding departments accountable
 - 1. Co-chairs took list that was generated at previous TEC meeting and talked about which order to bring groups in – thinking about both availability and content/what it might feel like, especially with content that might be more intense, retraumatizing, or triggering
 - 2. EVERYONE – if there’s more groups or individuals you want to come in to present, let us know!
 - 3. Want groups to come back in a year after they present to us to show how they’ve integrated our feedback – what is their accountability?
 - i. Track and Mariah added making a TEC feedback loop system to the trans equity work plan
 - ii. And how do we publicize this to community as well? Some sort of dashboard – but trans equity in general, rather than TEC-specific, so that it doesn’t have to be on LIMS?
 - 1. Race Equity also has an internal-facing SharePoint site, and we could add some content for that as well if that ever felt useful
- 6. Trans Issues Work Group Updates
 - 1. Census:
 - 1. Would anyone be interested in creating census-related art/knows anyone who would? - TRACK, CONNECT COMMARRAH. EVERYONE – if you’re interested/know other folks who would be, connect them to Track

2. Would folks want to use TEC money to support community events, trusted spaces to fill it out, or reproducing posters of Sophie F's "Trans People Will Never Be Erased" census art? - VOTE NEXT TIME
 1. Can maybe use library space for some of this since libraries are supposed to be spaces to fill out the census
 2. Could also do census work in Our Space community conversations
7. Trans Equity Summit Updates
1. Deciding between multiple venues based on the combination of price and what will feel safest and most comfortable to community; still doing outreach
 2. Thinking about a theme that will highlight "Community Organizing and Engagement" - spans from uplifting and connecting with existing organizing to focusing on civic engagement (serving on appointed boards, census, election, etc.)
 3. Briefly thought about separating the day into a track for trans/GNC folks and a track for allies, but determined it makes more sense and actually better centers trans/GNC folks to have the whole day focused on trans/GNC folks, with a toolkit sent out giving allies (and everyone) instructions on how to show up in the space
 4. Working on what a more collaborative, community-driven planning process will feel like, and a lot of that is going to depend on what meetings need to get cancelled due to COVID-19. If you know people who might want to be involved, however, send them to Track

Presentation

8. Census Outreach
1. Commarrah may help run a trusted space to fill out the census in Ward 4
 2. You can fill out your name however you want, not just legal name, and you can put whatever you want for the "Gender" box (can leave it blank online, can fill out both in person) - and you can write whatever you want on it, and it won't get entered, but someone will witness it
 3. TRACK – SEND OUT PAPER CENSUS DOC
 4. You can fill out the census at any age; you do not have to be a citizen; you can have a felony on your record
 5. The census counts wherever you're "staying" - it's very important to count folks experiencing housing insecurity and homelessness (whether you're couch-surfing, at a shelter, staying outside)
9. Parks for All – postponed to future meeting
10. Trans Equity Work Plan – postponed to future meeting

Adjournment - unofficially adjourned at 6:45 PM

Notice: A portion of this meeting may be closed to the public pursuant to MN Statutes Section 13D.03 or 13D.05

Next Transgender Equity Council meeting Date: Apr 9, 2020

For reasonable accommodations or alternative formats please contact the City Coordinator's Office at 612-673-3785 or e-mail RaceEquity@minneapolismn.gov. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users call 612-673-2157 or 612-673-2626. Para asistencia 612-673-2700 - Rau kev pab 612-673-2800 - Hadii aad Caawimaad u baahantahay 612-673-3500.